



NATIONAL ACADEMY
OF CONSTRUCTION

ANNUAL REPORT

2025

Transforming the
Industry to Build a
Better Nation!



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WHAT WE DO

NAC is the only organization in the United States honoring outstanding individuals across all sectors of the design and construction industry.

NAC OFFICERS

SAM SLEIMAN, NAC CHAIR

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NAC AT A GLANCE

■ OUR PURPOSE

Transform the Industry to Build a Better Nation

■ WHAT WE DO

NAC is the only organization in the United States honoring outstanding individuals across all sectors of the design and construction industry.

■ OUR MISSION

We honor outstanding construction industry leaders and share our collective experiences and expertise to help the nation by improving the construction industry.

■ OUR VISION

To drive improvement in the construction industry through sharing our collective knowledge and expertise and build the next generation of industry leaders.

■ OUR GUIDING PRINCIPLES

- Conform to the highest ethical and safety standards.
- Place the highest value on integrity and excellence.
- Establish relationships that are collaborative, creative, and innovative.

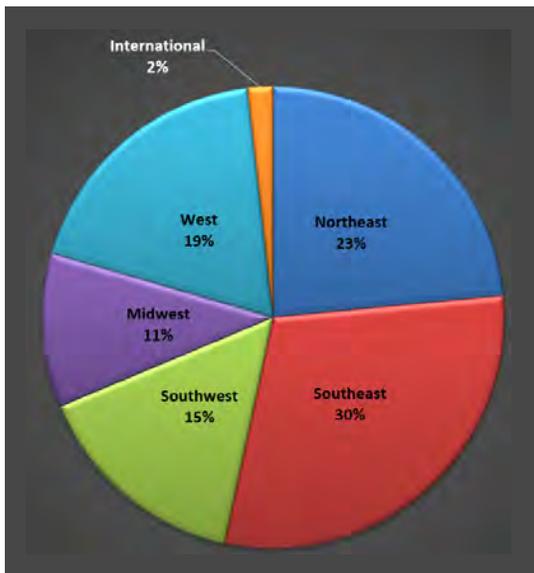
WE TRANSFORM THE INDUSTRY THROUGH A VARIETY OF MEANS SUCH AS:

- Conducted five Embedding Safety Culture in Undergraduate Education symposia during 2025 involving almost 250 industry practitioners and academics with the goal of improving safety culture education in universities across the country
- Completed a very active year working on a variety of issues such as workforce, contracting, risk, safety and leadership with our eight Collaborative Partners including holding interactive sessions at several conferences, reaching hundreds of practitioners.
- Held three Ask Me Anything (AMA) webinars in 2025, involving three NAC members reaching hundreds of university students.
- Awarded NAC scholarships to six students in 2025, representing over \$60k. Cumulatively since the scholarships began being offered, including AMA scholarships, NAC has awarded over \$311k in scholarships to 100 students from over 70 universities.
- Published 35 new Executive Insights in 2025 representing seven different authors.
- Eighteen “Get the kNACK” podcasts were released in 2025, which included 15 different NAC members and two outside guests. Our podcasts are in the top quadrant of similar offerings downloaded globally
- Released three offerings of the “Construction Legends” podcast series in 2025. These podcasts highlight career insights from some of our early members.

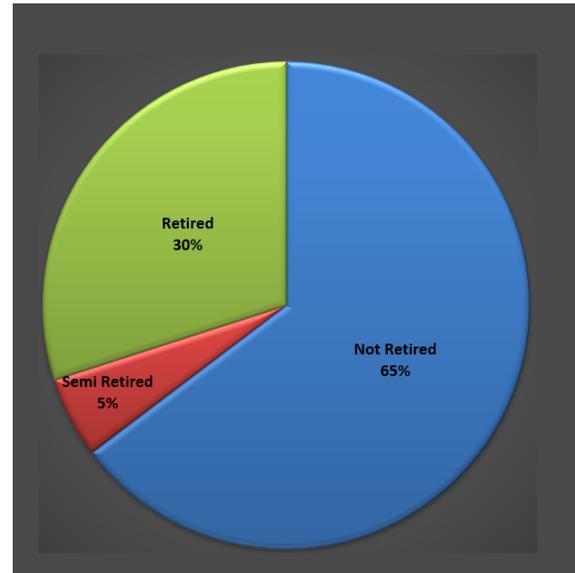
NAC AT A GLANCE

OUR MEMBERS

- 500 total members
- 37 new members inducted in 2025
- 445 regular members, 55 emeritus members
- 157 members plus 125 guests/visitors attended the NAC 26th Annual Meeting in Colorado Springs, CO, in October 2025



NAC members reside in 47 U.S. states and four foreign countries.



NAC members represent a mixture of those working and retired.

OUR COLLABORATIVE PARTNERS



AMERICAN COLLEGE of CONSTRUCTION LAWYERS

NATIONAL ACADEMIES Sciences Engineering Medicine

Board on Infrastructure and the Constructed Environment (BICE)





REGARDING OUR PURPOSE:

Transforming our Industry to Build a Better Nation

In 2025, many in NAC came together to focus on our shared values and future. The result was publication of a case for support, a portion of which is reproduced below.

By consensus, we created a purpose statement for our Academy's existence in the next 25 years, to transform our industry to build a better nation. NAC is transforming the construction industry by unifying its best leaders, building consensus, and expanding the industry's abilities and capacity. The academy provides experts to help guide nationally significant projects and initiatives. It helps shape and influence public policies that impact the construction industry's processes and methods for improving construction delivery and performance at reduced lifecycle cost.

The select, 500+ members of NAC serve the public by leveraging their collective expertise in the construction of the built world, which encompasses all kinds of structures, including residential, institutional, commercial and industrial buildings, as well as roads, bridges, tunnels, railways, airports, pipelines, power grids, telecommunications networks and water supply and sewage systems. The academy's members have the skills and experiences needed for complex project organization, as well as managing project financing, permitting, and safe, high-quality, cost-efficient, and timely project and program execution. Their expertise covers all phases of planning, design, construction, operations, maintenance and the re-purposing of resilient and sustainable facilities throughout their lifecycles.

By sharing knowledge through online podcasts, publications and seminars, and by supporting the development of future leaders through scholarships and research, NAC is improving our built environment, boosting economic growth, expanding the pool of construction talent, and enhancing the construction industry's positive impact on society.

The full Case for Support, can be found [here](#).

MESSAGE FROM CHAIR



NAC’s greatest strength is its members, and none of our success would be possible without our dedicated members, who continually give their time, talent, and resources to support NAC’s mission.

Sam Sleiman

As we close out 2025 and look toward the year ahead, I want to express my sincere appreciation for your commitment to the Academy and to our mission of **Transforming the Industry to Build a Better Nation**. This year brought renewed engagement, continued strong leadership, and meaningful progress across NAC.

Serving as your Chair as we end 2025 and move into 2026 is a tremendous honor. I want to extend my heartfelt thanks to Christine Keville for her exceptional leadership throughout 2025. Her steady guidance and thoughtful work helped position the Academy for the progress we are now ready to pursue. The accomplishments of this past year have set us on a solid path, and the coming months will focus on advancing the strategic goals identified during our Boston retreat.

Throughout 2025, I was continually inspired by the dedication and professionalism of our members. Your involvement, from committee work and scholarship support to participating in the Safety Symposia, contributing to Executive Insights, and engaging at the Annual Meeting, made a real difference in strengthening the Academy.

Our committees accomplished meaningful work, including awarding \$60,000 in scholarships, advancing important initiatives, and putting forward an impressive slate of new members for the Class of 2025. We also expanded our Safety Culture Symposia outreach efforts and launched the NAC Safety Culture YouTube Channel, further advancing our efforts in this critical area. One of the most exciting new initiatives was establishment of the new Next Generation Committee, led by Committee Chair Paul Schmall. This effort is designed to engage and collaborate with emerging industry leaders, fostering fresh perspectives and innovative ideas to shape NAC’s next chapter. Additionally, we broadened our network of collaborative partners to include the Construction Management Association of America (CMAA) - a testament to our commitment to advancing industry

excellence. We are especially proud of our efforts to expand knowledge sharing initiatives, including Executive Insights, Ask Me Anything webinars, Get the kNACK podcasts, and our Construction Legends podcasts.

A special highlight of 2025 was our Annual Meeting in Colorado Springs, which was largest Annual Meeting to date and a tremendous success thanks to the dedication and hard work of Co-Chairs Sandy Hamby and Greg Gidez. Their meticulous planning resulted in an event that was both informative and inspiring. A special thanks to Edd, Sandy and their team for leading so many of the positive changes and initiatives that have supported our organization.

As we move forward, strengthening our governance structure, deepening member engagement, expanding partnerships, and increasing our impact across the industry will be key areas of emphasis. Looking ahead, my goals as Chair for 2026 are centered on strengthening our organization for the long term. This includes building financial sustainability, clear governance structure, and strategic plan execution that supports future initiatives.

NAC’s greatest strength is its members, and none of our success would be possible without our dedicated members, who continually give their time, talent, and resources to support NAC’s mission. We are also incredibly grateful to our NAC Sponsors, whose financial support enables us to pursue impactful initiatives. Thank you for your energy, your support, and everything you do. I am genuinely excited for what we will accomplish together in the year ahead.

SAM SLEIMAN
Chair, 2025-2026

MESSAGE FROM CEO/PRESIDENT



We are constantly amazed with you, our Academy members. Your accomplishments and passion for our industry is remarkable.

G. Edward Gibson, Jr.

It has been my honor to again serve as your President/CEO for the past year. The Academy achieved many milestones in 2025 that reflect the engagement and generosity of our 500 members:

- Held our largest Annual Meeting in Academy history at the Broadmoor in Colorado Springs celebrating our 26th year and moving our Academy forward with a new purpose—Transforming our Industry to Build a Better Nation. We seated over 280 individuals at our Awards and Induction Gala Banquet, a new record.
- Welcomed 37 outstanding new inductees.
- Created and awarded our First NAC Lifetime Achievement Award to member James G. Slaughter.
- Implemented our Embedding Safety Culture in Undergraduate Education symposia series.
- Worked on a number of joint initiatives with our collaborative partners.
- Awarded scholarships to students at nine universities.
- Created a new NAC standing committee, the Next Generation Committee, to focus on all things NextGen within NAC, led by Paul Schmall.
- Began planning for two sponsored events in 2026, a Summit focused on Cybersecurity Standard of Care for Infrastructure design and construction, to be held June 10, and a Workshop on Construction and Design in 2050 to be held October 29-30. Each of these are collaborative efforts with the National Academy of Engineering and other partners.

During 2025, many of you have worked with our collaboration partners, improving our industry through various joint initiatives. We added the Construction Management Association of America (CMAA) as a collaborative partner. We are formulating and executing a new communication plan while working on streamlined governance of the academy and financial sustainability. And we are solidly into the Academy's 27th year that will culminate with our Annual Meeting in Nashville this coming September.

Sandy and I are constantly amazed with you, our Academy members. Your accomplishments and passion for our industry is remarkable. Without your volunteer time on committees (over 200 of you), we would not be able to do what we do. Thank you so much for your efforts in 2025.

I also want to personally thank the members and industry partners who supported NAC financially during 2025. Over 110 NAC members and 43 industry partners participated in supporting NAC beyond dues. Our 2025 NAC Distinguished Contributors, both individual and industry, are contained in this Annual Report.

In 2025, about 15 percent of NAC revenue came from dues, so your contributions above dues and volunteer hours are obviously essential in helping us to pursue opportunities and to advance the Academy. Again, thank you.

I look forward to working with each of you in 2026. If you would like to get involved, please reach out to any of our Committee Chairs, Officers, or me.

G. EDWARD GIBSON, JR.
President/CEO

2025 NAC

DISTINGUISHED CONTRIBUTORS

MARQUEE
(\$50,000+)

ANONYMOUS

TURNER CONSTRUCTION

BENEFACTOR
(\$25,000-\$49,999)

Lillian Borrone
Kevin Fitzpatrick
Charles Maikish

HDR, Inc.
Suffolk
United Engineering Foundation (UEF)

PLATINUM
(\$10,000-\$24,999)

Christopher Asaro
Sam Baker
Paul Boulos
Wayne Capolupo
Art Corwin
Mike Goodrich

Christine Keville and Marty McCormack
Jim Porter and Deb Grubbe
Bob Prieto
Milo Rivero
Jimmy Slaughter
Leo Vecellio

Clark Construction
IMPACT
Keville Enterprises
MOCA Systems Inc.
New York Building Foundation
The PENTA Group
Railroad Construction Company
SPS New England
STV
Timberline
Williams Brothers

GOLD
(\$5,000-\$9,999)

Luciana Burdi
Jeff Ehret
Mercedes Enrique and Wayne Harshman
Paul Foster
Edd and Gail Gibson
Mike Johnson
Tanya Komar
Tony Leketa
Dave Nash
Bill Seed
Sam Sleiman
Palmina Whelan

Aldridge Electric
Bentley Systems
The Charles Pankow Foundation
Christopher B. Burke Engineering
Gilbane, Inc.
Hensel Phelps
JE Dunn
Merrick
Zetlin & De Chiara, LLP



2025 NAC DISTINGUISHED CONTRIBUTORS

SILVER (\$2,500-\$4,999)

Chris Burke
Bo Calbert
Jerry Eyink
Ron Fedrick
Jim Garrett
Tim Green

Mark Handley
Gene Lupia
Chris Reseigh
Dominick Servedio
Sarah Slaughter
Al Daloisio

Boh Brothers
Bond Brothers
Holder Construction
Kraemer North America
LiRo-Hill
Parsons
Smith Currie Oles

Sundt
TN Strategies
Toellner Consulting
UrbanTech
Virginia Tech
Watt Tieder

BRONZE (\$1,000-\$2,499)

Ken Arnold
Howard Ashcraft
Joseph Brewer
Tim Byers
Bill Calhoun
Eric Dean
Bill Edgerton
Greg Gidez
Scott Jones
Sabrina Kanner

Eric Keen
Theresa Kern
Keith London
Mike Loose
Christine Merdon
Ray Messer
John Mihm
Henry Nutt
Doug Omichinski
Val Roberts

John Schaufelberger
Chris Sherry
Carey Smith
Tom Sorley
JJ Suarez
Gregs Thomopulos
Maggi Walker
Dan Whiteman
Dave Zanetell

CMS Corporation
Foster CM
Keller – North America
Michael Baker
Southland Industries

OTHER CONTRIBUTORS

Stuart Anderson
Newell Arnerich
Ewa Bauer-Furbush
Bernita Beikmann
Carole Bionda
Susan Bogus
Robert Boh
David Brandon
Mark Casso
Rich Cellon
Luis Delgado
Marcos Diaz Gonzalez
Stuart Eckblad
Maja Ericksen
Mike Garvin

Jamie Gerbrecht
Maria Guy
Sandy Hamby
Kathryn Harig
Stuart Harrison
Diane Hays
Joe Hunt
Chuck Jahren
Colin Lawrence
John Messner
Wilbur Milhouse III
Paul Mlakar
David O'Connor
Satch Pecori
Hugh Rice

Mark Sarkisian
Jim Scotti
Kathrina Simonen
Sue Steele
Jan Tuchman
Robert Vardeman
Wei Wang
Mike Wehr
Tara Wilson
Heather Wishart-Smith
Gibson FEP, LLC

Note: These are gross financial contributions for calendar year 2025 including in-kind contributions; Lifetime Giving cumulative totals will be calculated and shared with you next month. As a reminder, only a portion of auction purchases and item donations are calculated per the 2020 Lifetime Giving Program. These numbers do not include dues paid.

SHARING OUR KNOWLEDGE

■ NAC Panel Featured at ASCE 2025 Annual Convention

The National Academy of Construction (NAC) participated in the American Society of Civil Engineers (ASCE) 2025 Annual Convention held in Seattle, Washington, on October 9. NAC hosted a panel discussion focused on advancing safety, mental health, and professional excellence within the construction industry. The session was moderated by Tony Leketa and featured Mike Loose and Deb Grubbe as panelists.



Tony Leketa (2016)



Deb Grubbe (2013)



Mike Loose (2013)

The panel, developed in coordination with Pat Natale and Terry Neimeyer, explored three key learning objectives: creating and sustaining a strong safety culture, addressing mental health and reducing suicides in construction, and improving the sharing of lessons learned and best practices. The discussion also introduced attendees to NAC's mission, highlighted the collaboration agreement with ASCE, and emphasized the importance of aligning with the ASCE Code of Ethics to advance health, safety, and welfare across the profession.

The presentation drew about 40 attendees, representing both experienced professionals and younger engineers. Despite being the final session of the day, the discussion sparked strong engagement and extended well beyond its scheduled time. The Q&A continued for more than an hour as participants shared insights and feedback, reinforcing the relevance of NAC's focus on safety and mental health. Their participation underscored the shared commitment across the industry to promoting safer, healthier, and more supportive workplaces for construction professionals.

SHARING OUR KNOWLEDGE

■ Scholarship Fund Established in Honor of Jack Buffington



Jack Buffington

Anonymous donors have established an endowed scholarship fund with a contribution in the amount of \$50,000 in honor of NAC Member Jack Buffington for his mentorship and impact on their lives. This perpetual fund will provide scholarships in Jack's name for students participating in the National Academy of Construction's scholarship program with the name of the scholarship the "Rear Admiral Jack Buffington U.S. Navy SEABEE Scholarship"; the donors anticipate providing additional contributions in the future. Jack is a retired U.S. Navy Rear Admiral and former head of the U.S. Naval Facilities Engineering Systems Command (NAVFAC) as well as retired director of the Mack-Blackwell Transportation Center at the University of Arkansas. He was inducted into the NAC in 2002 and served as its Chair in 2006.

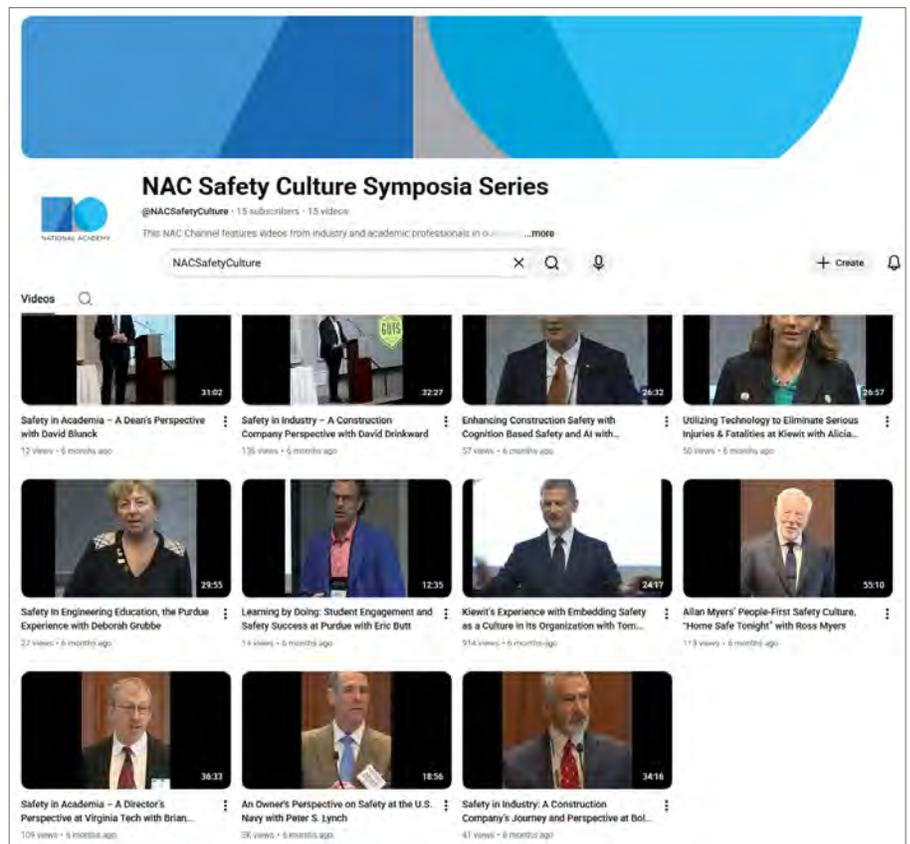
The endowment will reside in NAC's investment account for a period of at least one year before a scholarship is given, with the first potential scholarship awarded in spring 2027. Scholarship awardees will be successful NAC Scholarship applicants, among other recipients in that year, showing significant leadership potential. If one of the successful scholarship applicants, in any given year, is planning to pursue a military career, that student would be chosen for this scholarship. Thank you very much to the donors!

SHARING OUR KNOWLEDGE

NAC Launches Safety Culture Symposia Series YouTube Channel

The National Academy of Construction (NAC) is proud to announce the launch of the NAC Safety Culture Symposia Series YouTube Channel: youtube.com/@NACSafetyCulture. This new channel provides open access to presentations, panel discussions, and insights from NAC’s Safety Culture Symposia Series. These symposia bring together leaders from industry and academia to advance the integration of safety culture into undergraduate education, ensuring future professionals in construction and engineering begin their careers with a strong foundation in safety awareness. Available videos include keynote addresses, expert panels, and case studies highlighting best practices in safety culture education. NAC will continue to add new recordings from future symposia and related events, building a library of resources that can be used by faculty, students, and industry partners.

By making these materials publicly available, NAC reaffirms its commitment to fostering a culture of safety across the industry and equipping the next generation of leaders with the knowledge and tools to make safety a core value in all aspects of their work.



SHARING OUR KNOWLEDGE

NAC Supporting Dialog on Cybersecurity



Lucian Niemeyer

NAC hosted a virtual roundtable on May 9th, along with the United Engineering Foundation (UEF), focused on operational cybersecurity of our nation's infrastructure. Members Pat Natale and Lucian Niemeyer facilitated the session, which included a presentation of the current dangers facing our nation's infrastructure (both new and existing), along with interactive dialog on a path forward. Twenty-one individuals participated in the session, including representatives from over a dozen organizations: ABET, ACEC, AIChE, AISES, AIST, APWA, ASCE, CRO, DiscoverE, IEEE, ISA, NAC, NAE SME, and UEF. The consensus was that this is a national public safety issue that needs to be vigorously addressed, and the threat is a clear and present danger especially to our nation's water and power infrastructure.

As next steps, a cyber safety standard of care needs to be established related to planning, design, construction and commissioning of facilities and input into curricula of cybersecurity engineering education programs across the country needs to be pushed. NAC will continue to support additional dialog on this critical need, including the new Get the kNACK podcast on cyber safety, and the potential to hold a jointly sponsored summit in November of this year in Washington, DC on this subject.

Highlighting Construction Safety Hazards



Bob Prieto

These six new Executive Insights published in Fall 2025, spotlighted the most common and most preventable causes of construction failures through a new series of Safety Insights authored by Bob Prieto (2011). From design deficiencies and temporary works breakdowns to weather impacts, unsafe sequencing, and material degradation, these insights uncover the governance gaps, field lessons, and best practices every team should know. Each piece offers a clear roadmap for strengthening safety culture, improving oversight, and reducing risk across project lifecycles.

Together, they reinforce one powerful truth: construction failures are avoidable when we apply the lessons learned. Click the links below to read.

1. Safety Insight: Design Related Failures
2. Safety Insight: Material Degradation
3. Safety Insight: Temporary Works Failures
4. Safety Insight: Unsafe Sequencing and Missing Temporary Bracing
5. Safety Insight: Weather-Related Failures
6. Safety Insight: Construction Failures are Avoidable

SHARING OUR KNOWLEDGE

■ Recapping the 2025 NAC Member Annual Meeting

The National Academy of Construction gathered at The Broadmoor in Colorado Springs from October 30 to November 1, 2025, for the annual NAC Member Meeting, themed “Purple Mountain Majesty at the Broadmoor—Setting the Path Forward.” Against the stunning backdrop of the Rockies, members, inductees, and guests came together for three days of strategic dialogue, professional growth, and celebration of the Academy’s mission and momentum.



Executive Committee Meeting and Opening Events

The first day began with the NAC Executive Committee Meeting, where leaders reviewed key priorities and charted the Academy’s path forward. The agenda covered a range of strategic topics, including leadership transitions, emeritus member considerations, the Case for Support, long-term strategic goals, committee reports, and future initiatives. This productive session set the tone for a purposeful and forward-looking annual meeting. That afternoon, members and guests reconvened for a meet-and-greet session, offering a warm welcome to attendees and providing a brief overview of the program ahead. The gathering fostered connection and camaraderie as the NAC community kicked off the meeting together.

SHARING OUR KNOWLEDGE

■ Recapping the 2025 NAC Member Annual Meeting

Awards, Inductions, and Evening Celebration

Hosted by NAC members Greg Gidez and Sandy Hamby, the evening concluded with a dinner reception followed by the Annual Award and Induction Ceremony and Dinner, a highlight of the meeting and a defining celebration of excellence in the construction industry. Mayor Yemi Mobolade of Colorado Springs opened the ceremony with a heartfelt welcome, recognizing NAC’s significant contributions to both the industry and the local community.

New member Shelly Ewald then took the podium to deliver an inspiring toast, declaring: “It’s incredible to stand here tonight as a new inductee and look out at a room that reflects the true face of our industry—diverse, dedicated, and determined.” Her words captured the spirit of the evening and the collective strength of the NAC membership.

The celebration continued with the recognition of this year’s distinguished awardees:



Deb Grubbe
NAC Ted C. Kennedy Award



Jimmy Slaughter
(Inaugural) NAC Lifetime Achievement Award



Maggi Walker
NAC Richard L. Tucker Outstanding Service Award



The Wyoming Capitol Project
NAC Recognition of Special Achievement for Project Excellence Award

These honorees exemplify the leadership, service, and innovation that strengthen the Academy and elevate the industry.

SHARING OUR KNOWLEDGE

■ Recapping the 2025 NAC Member Annual Meeting

The Academy was also proud to welcome and induct new members in person, celebrating the achievements and contributions of:

- 34 inductees from the Class of 2025
- 11 inductees from the Class of 2024
- one inductee from the Class of 2023
- one inductee from the Class of 2022

Their induction reinforces NAC's commitment to recognizing and honoring leaders whose careers demonstrate integrity, excellence, and lasting impact.

The evening adjourned with the ceremonial passing of the gavel, as Christine Keville handed leadership to Sam Sleiman. "This role has been one of my greatest professional honors, and I want to sincerely thank you for the trust and confidence you placed in me," she shared. She also unveiled a remarkable surprise gift: a \$100,000 commitment to establish a new NAC Scholarship in honor of her father, Francis Keville. Thank you, Christine!

Member Business Meeting 2025



Sandy Hamby

The second day of the Annual Meeting in Colorado Springs opened with the Member Business Meeting in the Rocky Mountain Ballroom, where members gathered for a morning of strategic updates and future-focused discussion. The session began with a call to order from Sandy Hamby, followed by a Safety Moment delivered by Greg Gidez. Outgoing Chair Christine Keville then presented the State of the Organization, outlining progress, momentum, and priorities for the Academy.

Members also heard from Edd Gibson, who provided an overview of NAC's committees, and Tony Leketa, who shared outcomes from the Academy's 2025 Safety Symposia along with insights on NAC's broader path forward. Together, these reports set the tone for a thoughtful and collaborative discussion about the Academy's future.



Greg Gidez

SHARING OUR KNOWLEDGE

■ Recapping the 2025 NAC Member Annual Meeting

The meeting then transitioned into a deep exploration of The Next Five Years, beginning with Maggi Walker, who led an engaging “building block” exercise to frame NAC’s evolving direction. “When we were children, we built, using our creativity and imagination, with simple blocks... imagine the power we could unleash if we all came together now to build something greater” she said, underscoring the importance of unity and shared purpose. She then introduced the Academy’s tagline, “Transforming the Industry to Build a Better Nation,” which anchors the Case for Support and articulates the Academy’s long-term vision.

Lucian Niemeyer followed with an eye-opening brief on cybersecurity, offering a critical update on emerging risks and highlighting the upcoming 2026 Summit to Establish an Engineering Standard of Care for Cyber Safety. More information on the summit can be found on the NAC website at <https://www.naocon.org/events/>.

The session continued with invited guests Doug Mouton from Mouton Advisory Services, spoke on data centers and issues related to their planning, design and construction, and Dustin Liljehorn from JE Dunn addressed workforce solutions. The focus then shifted to people, processes, and research with presentations from Guna Gunalan on robotics; Mike Hoover on Sundt’s STCKY safety process; Shelly Ewald and Wendy Venoit on legal strategies to “avoid the train wreck”; and Kate Simonen on carbon and sustainability. Research updates were provided by Jamie Gerbrecht on CII initiatives and Stuart Harrison on Pankow’s current work.

The morning concluded with Mike Loose and colleagues offering an update on the collaboration agreement with CMAA. Incoming Chair Sam Sleiman closed the meeting with an uplifting message, sharing his excitement and optimism for the year ahead. Sam emphasized NAC’s momentum, the power of its membership, and the opportunities ahead, expressing his confidence that with continued collaboration and bold thinking, “2026 will be one of the most impactful years in the Academy’s history.” He thanked members for their trust and engagement and shared how honored he is to lead NAC into its next chapter.

SHARING OUR KNOWLEDGE

Next Generation Committee Established



Paul Schmall

The new Next Generation Standing Committee was approved by the Executive Committee at its September 11 meeting and was voted into the By-Laws at the Business Meeting on October 7. The Committee started as an Ad Hoc effort earlier this year, led by Paul Schmall, and organized in Colorado Springs on October 31st under his direction. The purpose of the NextGen Committee is to further the strategy and coordinate the broad range of initiatives of NAC that are focused on the next generation in our industry (scholarships, AMA, EIs, Get the kNACK, Construction Legends, etc.) to assure effective use of NAC resources and alignment with the mission, vision and strategic goals. The Committee is looking for additional members and leaders. If you are interested, please contact NAC Staff.

Cyber Security in the Construction Industry- A Three-Part Get the kNACK Series



Lucian Niemeyer

NAC produced a three-part series of Get the kNACK Podcasts on cyber security in 2025. Lucian Niemeyer, CEO of the nonprofit organization Building Cyber Security and new member of NAC, was the featured guest for this important topic. Hosted by Sue Steele each episode built upon a foundation that the evolving landscape of cyber threats creates a critical need for a proactive response from the engineering and construction community.

In the first episode, Lucian introduced the concept of a “cyber standard of care” and described the necessity for specialized education in cyber security, as well as the integration of artificial intelligence within the design process. The next two episodes explored how the construction and engineering sectors can provide effective solutions for owners, along with the strategies owners can implement to maintain ongoing cyber safety.

[Cybersecurity and Safety in the Construction Industry with Lucian Niemeyer, Part 1](#)
[Cybersecurity and Safety in the Construction Industry with Lucian Niemeyer, Part 2](#)
[Cybersecurity and Safety in the Construction Industry with Lucian Niemeyer, Part 3](#)

SHARING OUR KNOWLEDGE

Construction Legends — A Podcast Series from NAC



Jim Porter



Bob Bowen



Bob Bittner

What is a Construction Legend? “A Construction Legend is an individual who is famous and admired in the construction industry and has left behind an unforgettable impression on others. They are eminent, they found their role in the industry, followed it, and touched other’s lives around them. They improved our industry, they did something extremely well, and they’re remembered and cherished.” We think all our NAC members are construction legends!

Recorded oral histories are invaluable for preserving the collective memory and experiences of our Construction Legends. These podcasts capture recollections and lessons from a lifetime of excellence. The intent in the long term, if the resources are found, is to capture oral histories from all NAC members who are interested, ensuring that our shared experiences are not lost. At some point these oral histories can provide a rich source of research into our industry’s history and shared characteristics of excellence.

Three Construction Legends podcasts were released in 2025, exploring the careers of Jim Porter, Bob Bowen and Bob Bittner. Check these out under [NAC Knowledge](#) on our website.

SHARING OUR KNOWLEDGE

NAC Leads Strategic Panels on Industry Insight and Design-Build Innovation at SAME JETC

The National Academy of Construction (NAC) hosted two expert-led panels at the spring 2025 Society of American Military Engineers (SAME) Joint Engineering and Training Conference (JETC), offering attendees valuable perspectives on industry trends and federal construction practices.

The first panel, moderated by NAC member Heather Wishart-Smith, explored how SAME members can harness the Academy's deep expertise and industry insights to enhance decision-making, improve project delivery, and promote ongoing professional growth. The panel featured NAC members Tony Leketa, Mark Handley, and Burcu Akinci.



The second panel, moderated by NAC member Mike Blount, focused on the current and future state of design-build methodologies in the public sector. Panelists included NAC member Bill Calhoun and representatives from NAVFAC, USACE, and the FBI. Discussions centered on the evolving use of design-build by federal agencies, highlighting both challenges and opportunities. NAC members offered strategic recommendations for ensuring successful implementation of design-build practices across federal projects which emphasized the importance of continuous growth, mentorship, and sharing of knowledge.

The speakers provided a wealth of leadership advice grounded in real-world experiences, and shared personal experience with practical advice aimed at fostering effective leadership in organizations, especially small businesses. The sources recommended for follow-up included the NAC website where the NAC knowledge-sharing initiatives of "Ask Me Anything" webinars, "Executive Insights", "Get the kNACK" podcasts, Safety Symposia, and more are available. The feedback from the session attendees was excellent with one commenting that the session was inspiring.



SHARING OUR KNOWLEDGE

■ Safety Work Earns 2024 ENR Top 25 Newsmaker Award for Tony Leketa



Tony Leketa

Tony Leketa was named a 2024 ENR Top 25 Newsmaker for his work with the NAC Safety Committee during 2024. That work focused on Safety Culture and undergraduate education, hardhats to helmets transition, mental health, and much more. If you have an interest in getting involved with the Safety Committee, please contact Tony at chiefaf1@aol.com.

■ Five NAC Members Elected to NAE

Five members of the National Academy of Construction (NAC) have been elected to the National Academy of Engineering (NAE), one of the top honors in engineering. Congratulations to Dan Frangopol, Elizabeth Hausler, Maria Lehman, SawTeen See, and Jim Wiethorn! This brings the total number of NAC members who are also active in the NAE to 40.



NAE Class of 2025

Dan Frangopol Elizabeth Hausler Maria Lehman SawTeen See Jim Wiethorn

 NATIONAL ACADEMY OF ENGINEERING®

SHARING OUR KNOWLEDGE

■ Ask Me Anything, 2025

During 2025 NAC offered three Ask Me Anything webinars for students and young professionals with an interest in the design and construction industry. The theme for Spring 2025 was “entrepreneurship in the design and construction industry”. These webinars featured seven NAC members who have been influential in our industry in terms of sustainability, resilience and technology implementation, or incredibly successful as entrepreneurs in our industry. Participants during these sessions had the unique opportunity to engage with these pioneers, gaining invaluable insights into their journeys and receiving expert career advice. Guests to the webinars included:



Tim McManus, *Adjunct Associate Professor, Columbia University*
February 20



Theresa Kern, *President, MA Rebar Services*
March 25



Christine Keville, *President and CEO, Keville Enterprises, Inc.*
April 17

Each session attracted approximately 100 live participants who could submit questions. After the sessions were complete, each was uploaded to our NAC YouTube channel and have garnered almost 400 views in the short time they have been available. Dr. Burcin Becerik-Gerber from the University of Southern California and Dr. Susan Bogus from the University of New Mexico moderated these sessions. The National Academy of Construction thanks the University of Colorado Boulder, Arizona State University, and the University of Florida for graciously underwriting the Ask Me Anything webinar series for spring 2025. In its existence since 2018, the Ask Me Anything webinar program has hosted 49 webinars, attracted hundreds of listeners during the live events and over 7250 views on line.

SHARING OUR KNOWLEDGE

Leaders Among Leaders

Over the years, in addition to NAC members' positions at the top of their organizations, many have been elected and participated at the highest levels of professional and civic associations, thus giving back to the design and construction industry and to society. NAC is also home to many past chairs, presidents and leaders of these organizations. Currently, many members are influencing the industry through their service. Just a sampling is indicated below (note that some of these individuals served only part of 2025):

Elected Officers and Leadership Roles of Associations in 2025:

- Robert Alger, Trustee, Beavers Charitable Trust
- Sandra Benson, Board Member, National Institute of Building Standards (NIBS)
- Glenn Bell, Board Member, Charles Pankow Foundation
- Carlos Caldas, Academic Advisor, Executive Committee, Construction Industry Institute
- Mike Choutka, Board Member, Construction Industry Round Table (CIRT)
- Jesus de la Garza, Chair, Board on Infrastructure and the Constructed Environment, National Academy of Engineering
- Cheryl McKissick-Daniel, Chair, Board of Directors, New York Building Congress
- Luis Delgado, Chair of the Construction Management Association of America (CMAA)
- Tom Foley, Immediate Past Chair, Design Build Institute of America
- Evelyn Fujimoto, Secretary, National Institute of Building Standards (NIBS)
- Greg Gidez, Board Member, Charles Pankow Foundation
- Deb Grubbe, President of United Engineering Foundation (UEF)
- Sandy Hamby, Board of Directors, Construction Management Association of America (CMAA)
- Mark Hastak, President of CIB (International Council for Research and Innovation in Building and Construction)
- John Henderson, Board Member, Construction Industry Round Table (CIRT)
- Greg Kelly, Vice Chairman, Construction Industry Round Table (CIRT)
- James Koch, Board Member, National Institute of Building Standards (NIBS)
- Rik Kunnath, President, Charles Pankow Foundation
- Ron Klemencic, Board Member, Charles Pankow Foundation
- Maria Lehman, Leadership, American Society of Civil Engineers Industry Leadership Council (ILC)
- Christine Merdon, Board of Directors, Construction Management Association of America (CMAA)
- John Messner, Board Member, Lean Construction Institute (LCI)
- Nancy Novak, Treasurer, National Institute of Building Standards (NIBS)
- Mark Pestrella, Leadership, American Society of Civil Engineers Industry Leadership Council (ILC)
- Chris Mossey, Chair of NAE's Federal Facility Council (FFC)
- Deryl McKissack, P.E., Past Chair, Construction Industry Roundtable (CIRT)
- Feniosky Peña-Mora, President of the American Society of Civil Engineers
- Victor Sanvido, Board Member, Construction Industry Round Table (CIRT)
- Laura Stagner, Director, Design Build Institute of America
- Mary Teichert, Trustee, Beavers Charitable Trust
- Michael Traylor, Trustee, Beavers Charitable Trust
- Elizabeth Velez, Chair, New York Building Foundation
- Dave Zanetell, First Vice Chair, American Road and Transportation Builders Association
- Dave Zanetell, Board Member, Beavers

SHARING OUR KNOWLEDGE

Leaders Among Leaders

Association Executives in 2025:

- Stephen T. Ayers, Interim Executive Vice President and CEO, American Institute of Architects
- Mike Bellaman, CEO of the Associated Builders and Contractors
- Tim Byers, President of the Society of American Military Engineers (SAME) Foundation
- Mark Casso, President of the Construction Industry Round Table
- Jamie Gerbrecht, Executive Director, Construction Industry Institute
- Edd Gibson, President/CEO, National Academy of Construction
- Stuart Harrison, Executive Director, Charles Pankow Foundation
- Kevin Hilton, CEO, Ironworkers Management Progressive Action Co-operative Trust (IMPACT)
- Maria Lehman, Interim Executive Director, American Society of Civil Engineers
- Ann McNeill, Board Chair (and Founder), National Association of Black Women in Construction (NABWIC)
- Pat Natale, Executive Director of UEF
- Bill O'Brien, Associate Director for Technology, Construction Industry Institute
- Tom Smith, Executive Director, ASCE
- Carlo Scissura, President, New York Building Foundation
- Carlo Scissura, President & CEO, New York Building Congress
- Lisa Washington, Executive Director/CEO of the Design Build Institute of America
- Mike Wehr, Executive Director/Secretary, Society of American Military Engineers (SAME)
- Dave Woods, Executive Director of the Beavers
- Michael Zetlin, General Counsel, New York Building Congress



HONORING THE BEST

The National Academy of Construction Awards 2025



**Deborah (Deb) L.
Grubbe**

Ted C. Kennedy Award and Medal

The National Academy of Construction has awarded Deborah (Deb) L. Grubbe as the fifteenth recipient of the 2025 Ted C. Kennedy Award. A 2013 NAC Inductee, Grubbe is recognized for extraordinary leadership, unwavering commitment to safety, and exemplary integrity in engineering.

Deb Grubbe's career has spanned senior leadership roles at BP and DuPont, where she advanced safety cultures and operational frameworks on a global scale. Throughout her career she has stressed the importance of a safety culture and while she was VP of Group Safety with BP, it had its two safest years ever during her tenure. She also served as the Corporate Director – Safety and Health at the DuPont Corporate Center.

With decades of service to industry and academia—including roles for safety advisory with NASA and in support the Demilitarization of the US Chemical Weapons Stockpile with the National Academy of Sciences – Grubbe's career reflects a legacy of innovation, volunteerism, and principled leadership.



**Margaret R. (Maggi)
Walker**

Richard L. Tucker Outstanding Service Award

The National Academy of Construction has awarded the 2025 Richard L. Tucker Outstanding Service Award to Margaret R. (Maggi) Walker. Walker's decades of service to the Academy are distinguished by exemplary leadership, unwavering dedication, and a lasting impact on NAC's growth and mission.

During her career as Vice President at Dow Chemical, Walker led a globally respected project delivery organization. Since her induction into NAC in 2013, she has provided steady leadership, most notably as Chair during the COVID-19 pandemic, ensuring the Academy's continued progress and resilience. Walker has contributed extensively to the Safety, Strategic Planning, and Annual Meeting committees, and currently chairs the Development Committee, establishing a strong foundation for the Academy's future. Her clarity of vision and tireless volunteerism embody the spirit and purpose of the Richard L. Tucker Outstanding Service Award.

HONORING THE BEST

The National Academy of Construction Awards 2025

Recognition of Special Achievement Award



Wyoming Capitol Square Project

The National Academy of Construction has presented the 2025 Recognition of Special Achievement Award to the Wyoming Capitol Square Project team. This project stands as a model for innovation, collaboration, and service to the public.

The Academy commends this achievement for its exemplary project delivery and positive, lasting impact on the community and state. The outstanding project resulted in a restored state landmark—completed on time and \$1 million under budget. Major improvements included life-safety upgrades, enhanced accessibility, energy efficiency, and restoration of the Supreme Court Chamber—where the nation’s first Women’s Suffrage Act was passed. Today, “The People’s House” serves as a renewed symbol of democracy and civic engagement, providing greater access and opportunity for Wyoming citizens.

“The Wyoming State Capitol restoration embodies the very best of what our industry can achieve when innovation, collaboration, and respect for heritage come together,” said Edd Gibson, NAC President and CEO. “This project not only preserved an irreplaceable symbol of democracy and equality, but also reimagined it as a vibrant, accessible space for civic engagement serving the citizens of the entire state of Wyoming. The National Academy of Construction is proud to recognize this remarkable achievement.”

HONORING THE BEST

The National Academy of Construction Awards 2025



James G. Slaughter, Jr.

Inaugural NAC Lifetime Achievement Award and Medal

James (Jimmy) G. Slaughter, Jr., was presented the Inaugural NAC Lifetime Achievement Award and Medal in Colorado Springs. Jimmy was inducted into NAC in 2000 as part of the first class inducted at the first NAC Annual Meeting in Nashville, TN. He was the 2015 Ted C. Kennedy Awardee, served as NAC Chair in 2004, served as a member of NAC Executive Committee for many years, served as Chairman of the initial NAC Strategic Planning Committee, and served as Co-Chair of the NAC Industry Forum Committee for 6 years. He and his wife Shirley offered their ranch in Texas for several NAC reset meetings in mid-2010s. He is one of three NAC Cornerstone members having contributed well in excess of \$125k to NAC. Jimmy has remained active in NAC for over two decades, having most recently successfully nominated two individuals for membership in NAC in spring 2025.



HONORING THE BEST

Class of 2025 Inductees



Christopher Asaro

*President
Holt Construction*

“Innovative, solutions-driven executive leader of construction / construction management. He has led company growth, and is deeply respectful of client needs while elevating and advancing the industry.”



Mary Bartlett

*Partner
Marmon Mok Architecture*

“Outstanding executive leadership focused on business and growth strategies, successfully delivering culturally significant architectural projects; dedicated to advancing design innovation while making a lasting impact on communities.”



Calvin Beyer

*Senior Director
SAFE Project (Stop the Addiction Fatality Epidemic)*

“Distinguished leader recognized for his significant contributions to the construction industry, with a strong focus on mental health advocacy and suicide prevention.”



David L. Brandon

*President and CEO
Brandon Construction Co.*

“Dedicated construction professional committed to advancing the construction industry and client community through exemplary service and impactful leadership.”



Richard Burt

Head of the McWhorter School of Building Science Auburn University, College of Architecture, Design, and Construction

“A champion of advancing construction leadership through higher education, pioneering innovative study abroad and service-learning programs to elevate the profession globally.”



Wayne Capolupo

*Founder and CEO
SPS New England, INC.*

“Nationally recognized construction leader, entrepreneur, and philanthropist known for visionary contributions and outstanding impact on the advancement of the construction industry.”

HONORING THE BEST

Class of 2025 Inductees



Craig Covil
Owner and Principal
C2 Consulting LLC

“Highly successful business leader in project delivery, successfully collaborating globally with stakeholders to deliver technically complex, award-winning projects.”



Luis Delgado
President of Construction
Management STV

“A visionary leader leveraging technology for innovation, championing workforce development through mentorship, and advocating for diverse generational talent to strengthen the construction industry.”



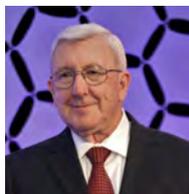
Mercedes O. Enrique
President, CFO, Owner & Board Member
CMS Corporation

“A transformative leader advancing construction excellence, small business advocacy, mentorship, and legislative innovation, while driving systemic change and elevating industry standards.”



Shelly L. Ewald
Senior Partner
Watt, Tieder, Hoffar, & Fitzgerald, LLP

“A distinguished career in construction law and dispute resolution, advancing legal practice and fostering collaboration between the legal and construction industries.”



John R. Fish
Innovation Manager
S&B (ret.)

3“Leadership in pioneering innovation, advanced technologies, and systemic improvements, with a strong commitment to sharing forward-thinking ideas that drive industry-wide progress.”



James (Jamie) Gerbrecht
Executive Director (ret.)
Construction Industry Institute (CII)

“A career focused on excellence in construction planning and execution, with sustained and committed leadership to continuous improvement of industry best practices.”

HONORING THE BEST

Class of 2025 Inductees



S. Keith Hamilton

Chief Engineer and Director of Planning, Design, and Construction Naval Facilities Engineering Systems Command

“An outstanding, seasoned leader who excels in complex infrastructure delivery for government and the private sector through effective collaboration and adaptability.”



Kathryn Glass Harig

CEO and Owner OfficeSource, LTD

“Outstanding executive leadership as her firm became the leading federal supplier of efficient workspace design solutions, enhancing facilities across federal and civic sectors nationwide.”



Stuart Harrison

Executive Director Charles Pankow Foundation

“Extensive leadership and management experience across military and private sector construction and engineering industries, delivering strategic oversight and operational excellence in diverse, high-impact environments.”



James W. Haynes

President & Chief Executive Officer (ret.) POWER Engineers (member firm of WSP)

“An exemplary career in leadership, innovation, and civic engagement with global experience delivering advanced energy and food & beverage projects.”



Diane Berry Hays

Architect and Lecturer The University of Texas at San Antonio

“A leader in innovation of design and construction through 3D printing, prefabrication, and advanced materials, challenging peers and students to improve through her work in associations and academia.”



John W. Henderson

President and CEO HDR, Inc.

“Inspirational leader driving innovation, advocacy, and mentorship across public and private sectors, delivering safe, sustainable, and resilient design and construction solutions for clients.”

HONORING THE BEST

Class of 2025 Inductees



G. Michael Hoover

*President, CEO, & Chair of the Board
Sundt Corporation*

“Transformative leader driving productivity and safety enhancements on complex projects, with outstanding contributions to construction excellence at the national level.”



Saim Burcin Kaplanoglu

Technologist, AI Expert

“Recognized innovator in construction technology, driven to share expertise and advance industry standards through thought leadership and collaborative knowledge exchange.”



Brian M. Kleiner

Director of the Myers-Lawson School of Construction and Professor Virginia Tech

“Pioneering educational leadership in construction, advancing safety and health innovations, and shaping the industry’s future by developing the next generation of leaders and transformative practices.”



John W. Korka

*Division President
Clark Construction Group*

“Distinguished national service as an exceptional leader and trailblazer in the military and construction industries at the highest levels of government.”



Colin Arthur Lawrence

*Global Tunnel Sector Advisor
Hatch*

“Globally recognized tunnel engineer with expertise in planning, design, project and construction management on some of the world’s most complex tunnel projects.”



Beth Lowry

*President and CEO
Holder Construction*

“A transformative executive leader, who has led major construction projects and oversees a multi-billion dollar firm, while actively engaging in public service initiatives.”

HONORING THE BEST

Class of 2025 Inductees



Patrick L. Malone
*President of the Board
Engineers in Action*

“Respected leader and mentor in engineering and construction of segmental bridges and renewable energy projects, who has given back through extensive volunteer service and industry board activities.”



Wilbur C. Milhouse Iii
*Chairman and CEO
Milhouse Engineering and
Construction, Inc.*

“A recognized leader driven by a positive vision to enhance communities through innovative global infrastructure and guided by a strong commitment to philanthropy and social impact.”



Clayton O. Mitchell, Jr.
*Senior Vice President
Yale New Haven Health Systems*

“Visionary leader transforming capital project and program development in healthcare while actively cultivating the next generation of industry leaders.”



James Murphy
*CEO
Willmeng Construction Inc.*

“An executive leader who has significantly advanced the construction industry by growing a people- and client-focused company while positively impacting students through his engagement with higher education.”



Gary W. Raba
*Chief Growth Officer
Raba Kistner, Inc.*

“Unwavering commitment to civil society through extensive volunteer service and board leadership, reflecting his recognized values and impactful contributions to civic organizations.”



Mark Peter Sarkisian
*Structural & Seismic Engineering Partner
Skidmore, Owings & Merrill (SOM)*

“Renowned structural engineer recognized for elegant, efficient designs, seismic innovation, sustainable practices, as well as impactful teaching, and award-winning contributions to the AEC industry.”

HONORING THE BEST

Class of 2025 Inductees



Christopher C. Sherry

*Chairman and CEO
Merrick & Company*

“A career exemplified by integrity and character, advancing national security, mentoring future leaders, and superb executive leadership while actively supporting professional peers and the local community.”



Kathrina (Kate) Simonen

*Founding Executive Director
Carbon Leadership Forum*

“Transformational leader driving collective action to advance industry decarbonization goals while shaping a sustainable and resilient future.”



Scott A. Spellmon

*Senior Account Executive
SOS International LLC (SOSi)*

“A steadfast leader committed to enhancing construction safety, quality, cost, and schedule performance while driving innovation, collaboration, and leadership development across the industry.”



HONORING THE BEST

Class of 2025 Inductees



Thomas J. Tickner
*Vice President, Federal Services
Woolpert, INC.*

“Dedicated leader driving industry excellence through a strong commitment to quality, cost, schedule, safety, team development, and alignment with customer mission requirements.”



Kim V. Vierheilig
*President, Buildings
STV*

“Pioneering architectural leader advancing innovation, sustainability, and equity in the built environment, while mentoring emerging professionals and promoting industry excellence nationwide.”



Wei Wang
*President and Founder
UrbanTech Consulting Engineering, P.C.*

“A seasoned, highly regarded structural engineer who is a dedicated advocate for engineering education, mentoring future engineers through active student engagement.”



Michael C. Wehr
*Executive Director
Society of American Military
Engineers (SAME)*

“Outstanding leader in both the military and private sector, proven in leading large organizations and major programs; now excels as a leader committed to strengthening national defense.”

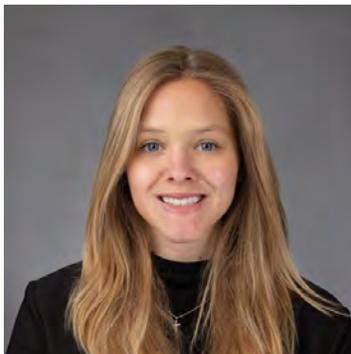


HONORING THE BEST

NAC 2025 Academic Scholarships, Supporting Our Next Generation of Leaders

For the sixth consecutive year NAC has awarded academic scholarships to deserving students. Congratulations students!

NAC SCHOLARSHIP RECIPIENTS



Catherine Caputo

Virginia Tech



Morgan Dawkins

Penn State University
(Wayne A. Crew Scholarship)



Ellie Howard

Brigham Young University



Elissa Irwanto

Stanford University



Matthew Ross

University of Illinois
Urbana-Champaign
(Paul F. Boulos Scholarship)



Freddie Smith

Worcester Polytechnic
Institute

HONORING THE BEST

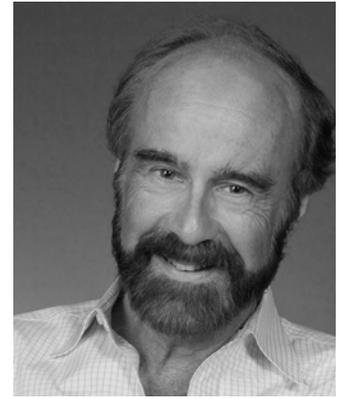
Remembering and Celebrating the Individuals and Careers of those Members Who Departed in 2025



Walker Lee Evey
(Inducted 2010)



Mark Casso
(Inducted 2016)



Ben Schwegler
(Inducted 2016)



NAC COMMITTEE REPORTS

AWARDS COMMITTEE

JAMEY BARBAS, CHAIR



The NAC Awards Committee selected and presented the Ted C. Kennedy Award and Medal, the Richard L. Tucker Outstanding Service Award, and the Recognition of Special Achievement Award at the Annual Meeting in Colorado Springs, CO. Thanks to our committee for their great work, especially Guna Gunalan, who served as Vice Chair, and to Lillian Borrone who chaired the subcommittee that selected the NAC Special Achievement award.

The Academy established the Ted C. Kennedy Award and Medal in 2011. The highest honor NAC bestows, it recognizes an individual for outstanding contributions over a career that have immeasurably improved the design and construction industry. Ted C. Kennedy, the award namesake, was an Academy charter member. The award criteria are based on his character, and includes a recipient's measure regarding people, ethics, innovation, education, generosity, and local and national involvement. This year NAC recognized Deb Grubbe with the award.

The Richard L. Tucker Outstanding Service Award has been presented since 2020 to an individual whose support of NAC over a sustained period has enabled the Academy to grow and prosper. It is named in honor of NAC's founder, Richard Tucker, who personally led the establishment of NAC in 1999. This year NAC recognized Maggi Walker with this award.

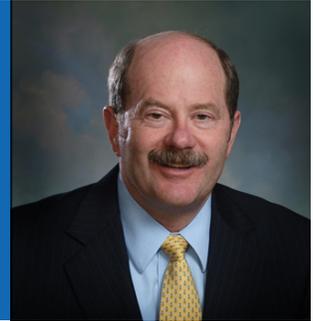
The recognition of Special Achievement Award is in its fourth year. The Academy presents the award to highlight creativity, innovation, vision, and accomplishments to practitioners in the engineering, design, and construction industries. The award demonstrates NAC's commitment to build and grow broad public knowledge and support project excellence for special project achievements and their effects on the built environment, safety, and the broader public. The committee selected the Wyoming Capitol Renovation Project as the recipient of the Academy's 2025 Recognition of Special Achievement Award.

This year our committee worked with NAC leadership to create a new award, the NAC Lifetime Achievement Award, which was presented in Colorado Springs for the first time. The award is to be given to an NAC member who demonstrates sustained leadership, active involvement, and continuous support of the National Academy of Construction. It will be awarded periodically to recognize an NAC member who has made significant and lasting contributions. These exceptional leaders have impacted the trajectory of NAC through their extraordinary efforts and lifetime commitment to the Academy. The first recipient of this award was James G. Slaughter, Jr.

NAC COMMITTEE REPORTS

COLLABORATION COMMITTEE

MIKE LOOSE, CHAIR



NAC and its Collaboration Partners are a great team – expansive, trusted, creative, and focused on action and impact. Together, we have over 250,000 individual members and 1,600 Member Companies and extensive networks beyond that. We have shared, promoted, scaled, and amplified NAC’s collective expertise, deliverables, and impact across their organizations, their personal relationships, and their networks. Our Collaboration Partnerships are a ‘force-multiplier’ and create opportunities for NAC members to share their experience and expertise, to participate in Nationally significant construction events and challenges, to help build consensus and unify the construction industry thought leadership, and to help NAC to **Transform the Industry to Build a Better Nation**.

Our Collaboration Partners include: The Society of American Military Engineers; the National Academy of Public Administration; the American Society of Civil Engineers; the National Academy of Engineering, Board on Infrastructure and the Constructed Environment (BICE); the Construction Industry Institute; the American College of Construction Lawyers; the Chartered Institute of Building; and the Construction Management Association of America.

Some notable 2025 accomplishments include:

- Supported ASCE’s Board of Direction, Industry Leaders Council, Committee on Sustainability, Construction Institute, and Conferences. Signatory Member on the ASCE/ACEC/APWA Engineering Workforce Consortium.
- Supported CII to update its Zero Accident Safety Techniques
- Supported SAME Board of Direction, Executive Advisory Board, Young Professionals and Construction Communities of Interest, and Conferences. Helped accelerate performance-based contracting/ construction.

Some of our planned 2026 actions:

- Accelerate and further leverage our 2025 initiatives
- Continue to help lead SAME’s delivery of the DOD Unified Partnering Playbook
- Convene the Joint-led ACCL/NAC/NAE “Project 2050: Exploring the Future of the Construction Industry” Symposia to enhance the efficiency and effectiveness of the construction industry to accelerate U.S. business competitiveness and to advance the Nation’s built environment, welfare, and prosperity.

Thanks for Mark Handley and Mike Blount for serving as Vice Chairs during portions of 2025.

NAC COMMITTEE REPORTS

COMMUNICATIONS & MARKETING COMMITTEE

PALMINA WHELAN, CHAIR



Led by Chair Palmina Whelan, the committee expanded its membership to 14 and made significant strides in long-term planning and short-term implementation.

A key achievement was the continued evolution of Touchplan for the NAC Calendar, providing a centralized platform for all committees to organize events.

The committee participated extensively in developing the new NAC Case for Support and purpose statement in summer 2025. The committee also continued to work with NAC staff to enhance LinkedIn as a communication tool, resulting in steady growth and demonstrable results. NAC LinkedIn Followers grew significantly in 2025 to over 3,000. With support from the Committee, NAC purchased Animoto to help with marketing and graphics in this regard.

Looking ahead, the Committee will work in close collaboration with other NAC committees throughout 2026 to address emerging communications needs, strengthen cross committee alignment, and ensure consistent messaging across all organizational initiatives.

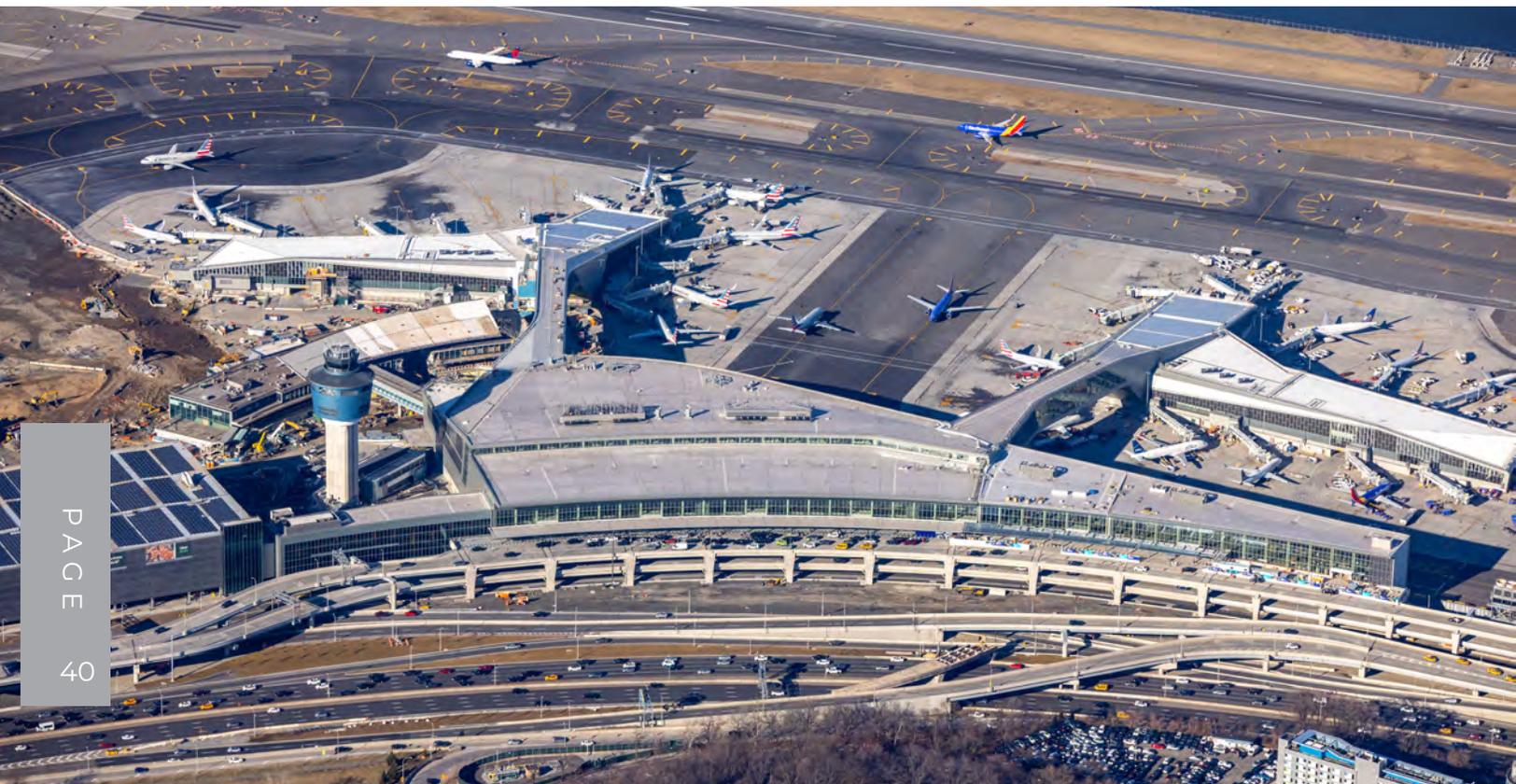
NAC COMMITTEE REPORTS

DEVELOPMENT COMMITTEE

MAGGI WALKER, CHAIR



NAC had an outstanding year of development as a result of generous donors, ambitious fund raisers, and clear support opportunities. Each of the NAC standing committees delivered against their strategic goals which gives the Development Committee much to share and connect with possible donors. The work of the Development Committee is fundraising in support for the NAC strategic plans (excludes funds raised from dues and fees paid for events). Development is shifting from year to year giving towards building relationships to provide a more sustainable on-going fund-raising culture. Much appreciation goes to the donors and the fundraisers who achieved our outstanding 2025 outcomes. We achieved over 80% of our \$1M goal which is our best result in history.



Development Committee, Cont'd

NAC COMMITTEE REPORTS

FUNDRAISING GOALS 2026

SOURCE	2024	2025	2026 GOAL
GENERAL	\$86,448	\$97,500	\$130,000
ANNUAL SPONSORS	\$99,500	\$172,500	\$345,000
ANNUAL MEETING	\$106,646	\$221,000	\$150,000
AUCTION (NAC PORTION)	\$268,101	\$266,700	\$300,000
SCHOLARSHIP	\$75,305	\$59,900	\$75,000
TOTAL FUNDS RAISED	\$636,000	\$817,500	\$1,000,000

Operational execution in 2025 included:

- Delivered a strong case for support / showing value to donors
- Drove development of new NAC purpose: Transforming the Industry to Build a Better Nation
- Engaged a broader group of donors both inside NAC and external to NAC
- Built on case for support to successfully ask for funds
- Populated NEON Customer Relationship Management (CRM) software to be a useful development/member data base

Our focus in 2026 is to:

- Keep momentum from 2025, exceeding the \$1M target for development
- Develop a stronger impact report showing value to donors
- Increase efforts in marketing to get the word out, and stewardship recognizing our donors
- Continue to build relationships with existing and future donors
- Keep strong focus on impact of strategic goals and annual objectives
- Create specific opportunities to give which are based on the impact areas of NAC committees
- Strengthen organizational governance goals to assure consistency between committee and overall organization efforts and activities.
- Reinvigorate the Builders' Legacy program
- Deliver a successful auction

None of what has been accomplished is done without our donors. We want to take this opportunity to show appreciation of the great work done by NAC members and staff whether it be reaching out to members for donations or contributing financially in support the NAC strategic plan. Thanks to the entire NAC Team!

NAC COMMITTEE REPORTS

ENDOWMENT FUND INVESTMENT COMMITTEE

SANDRA BENSON, CHAIR



The Endowment Fund Investment Committee had a busy year looking at current investments and working on a new Operating Reserve investment strategy. Sandra Benson took over as Chair mid-year from Rich Schrader and Greg Gidez serves as Vice Chair.

The Committee made a significant adjustment to the Merrill Lynch Account during the year in terms of asset allocation moving the portfolio from its Moderate Risk Allocation, which includes both mutual funds and exchange-traded funds (ETFs) to an all ETF-based portfolio. The ETF portfolio constitutes a similar investment risk profile as the previous portfolio—roughly 60% equities and 40% fixed income. Advantages to the change: (1) the lower fees ETF managers charge which should add about 0.25% to annual performance, (2) greater flexibility to make timely changes in category sub-allocations vs mutual funds and the previous ML portfolio, and (3) enhanced liquidity versus mutual funds. Overall, the Merrill Lynch portfolio represents a posture of moderate risk combined with future growth potential.

Edd, Rich, and Sandra also approached the Austin Community Foundation (ACF) to gain more flexibility in directing its asset allocation and income distribution. Additional efforts will be made in 2026 with ACF to achieve that goal.

Account balances reflect the beginning balance on January 1, 2025, and ending balance on December 31, 2025.

ACCOUNTS	MERRILL LYNCH	ACF - NAC01	ACF - NAC02	TOTAL
BEGINNING BALANCE	\$522,054.45	\$475,801.76	\$149,701.59	\$1,147,557.80
FEES	(\$5,587.57)	(\$4,306.38)	(\$1,354.68)	(\$11,048.63)
WITHDRAWALS	-	(\$19,100.00)	(\$6,000.00)	(\$25,100.00)
INTEREST/DIVIDENDS	\$14,985.58	\$14,228.37	\$4,476.78	\$33,690.73
GAINS/LOSSES	\$66,849.31	\$50,660.98	\$15,939.52	\$133,449.81
CASH DEPOSITS	\$50,000.00	-	-	\$50,000.00
ENDING BALANCE	\$648,301.77	\$517,284.73	\$162,763.21	\$1,328,349.71

NAC COMMITTEE REPORTS

EXECUTIVE INSIGHTS

SUE STEELE, CHAIR



The Executive Insights Committee had a tremendous year in 2025. We continued to publish Executive Insights (EI) twice a month and tackled new topics such as “Risk Tolerance in Safety” and “Artificial Intelligence and Complexity”. The Get The **kNACK (GTK)** podcast program also had an exceptional year with many cutting edge topics.

2025 Performance Overview:

- Overall, the Executive Insights Program (which includes written EIs and GTK podcasts) grew by 53 during 2025 including 18 GTK episodes and 35 EIs.
- **Episodic Volume:** Completed GTK Season 5 with 18 high-impact episodes published in 2025.
- **GTK Global Footprint:** Reached listeners in major markets including the U.S., U.K., Canada, and Germany.
- **GTK Audience Hubs:** High engagement in major cities known for large-scale engineering and infrastructure projects.
- **Growth Benchmarks:** GTK episodes surpassed the median download threshold (30 downloads/week), placing it comfortably in the upper tiers of Buzzsprout’s active shows.

Overall Performance & Growth in GTK Podcast downloads

- **Total Downloads:** The program has reached **8,115 total downloads** to date. Excluding the “Who We Are” introductory segment, there are **7,914 GTK-specific downloads**.
- **Recent Growth:** Between August 2025 and January 2026, the program saw an increase of **2,302 downloads**.
- **Annual Comparison:** Growth for the full year of 2025 (January 2025 to January 2026) was **2,264 downloads**, averaging approximately **189 downloads per month**.
- **Historical Consistency:** Since the 2022 launch, the program has averaged about **180 downloads per month**.

Season & Episode Breakdown

- **Season 5 Trends:** Season 5 downloads grew from 777 to 1,266 during the most recent 4-5 month period (+489).
- **Legacy Content Impact:** A significant 79% of downloads (1,813) during the last 5 months came from episodes in prior seasons. For the full year of 2025, 44% of total downloads (998) were from prior years’ content.
- **Top Performing Episodes:** 16 specific GTK episodes have surpassed **100 downloads each**, accounting for **33% (2,651)** of all episode downloads.
- **Listener Engagement:** Each season has maintained a steady growth rate of approximately **30%**.

2026 EI Committee Strategic Plan

- Grow Content to support the NAC tagline: **Transforming the Industry to Build a Better Nation**.
- Expand Distribution Channels working with the **Communications & Marketing** Committee and produce videos of selected podcasts on the NAC YouTube channel.
- Build on **Collaboration Committee** Partnerships to enhance content and NAC impact.
- Continue building upon leadership succession with Sue Steele as new Chair and Jerry Eyink to Vice Chair for continuity and support.

NAC COMMITTEE REPORTS

FINANCE COMMITTEE

SANDY HAMBY, CHAIR



The calendar year (CY) 2024 audited financial statements are included at the end of this annual report. The complete audit report can be obtained by contacting the NAC office. For CY 2024, Total Revenues were just over \$1,332,000 while Total Expenses totaled \$1,203,000 for a net gain of about \$129,000. This increase was driven largely by gains in NAC’s investment accounts and a \$50,000 donor restricted gift for a named scholarship. The three-year average for sources and uses of funds is given below.

Sources and Uses of Funds, three-year average, 2022-2024

SOURCES	\$	%	USES**	\$	%
ANNUAL MEETING CONF. FEES	\$289K	28.5	PROGRAMS	\$879k	80.6
AUCTION*	\$250K	24.6	G&A	\$183k	17.2
DUES	\$186K	18.3	DONATIONS	\$23k***	2.2
INDUSTRY SPONSORSHIP	\$170K	17.6			
INDIVIDUAL GIFTS	\$87K	8.6			
INVESTMENT	\$25K	2.5			
TOTAL	\$1,017k		TOTAL	\$1,085k	

* Auction includes 28% restricted scholarship funds

** Includes allocated salary and expenses

*** Donations to organizations like ACE Mentor Program for Scholarships

CY 2025 was more robust than 2024. The introduction of a new development plan/activities, focus on strategic planning, strong leadership for the Annual Meeting in Colorado Springs, increased focus on communication and marketing, and stronger economy were positive influences on growth in CY 2025. The full-time President/CEO moved into his third year and brought more time and new energy toward fundraising and programs. Expenditures increased as the Academy celebrated its 26th year and added staff and program expenditures. Contributions from the NAC membership and corporate sponsorships in 2025 exceeded the previous year and investments showed an increase of \$136,700, which resulted in an unaudited year-end net income of \$308,700

The Committee is working on a new Operational Reserve policy in 2025, as well as financial assurance processes. Thanks to the members of the Finance Committee for their work in 2025.

Finance Committee, Cont'd

NAC COMMITTEE REPORTS

Unaudited year-end 2025 financial results (approximate)

2025 REVENUE (UNAUDITED)	SOURCE	AMOUNT
	MEMBER DUES	\$212,500
	MEMBER CONTRIBUTIONS	\$152,300
	CORE PARTNERSHIPS	\$133,500
	CORPORATE PROGRAM SPONSORS	\$260,000
	AUCTION	\$266,500
	ANNUAL MEETING REGISTRATION	\$336,500
	INVESTMENT AND REFUNDS	\$56,300
	TOTAL	\$1,417,600
2025 INVESTMENT INCOME (UNAUDITED)		\$164,700
EXPENSES	SOURCE	AMOUNT
	BUSINESS EXPENSES	\$29,500
	CONTRACT EXPENSES	\$25,300
	OPERATIONS	\$6,900
	PROGRAM	\$157,300
	DONATIONS	\$11,500
	UT EXPENSES (INCLUDES SALARIES)	\$560,500
	TRAVEL	\$3,000
	ANNUAL MEETING	\$450,600
	TOTAL	\$1,244,600
2025 INVESTMENT EXPENSES (UNAUDITED)		\$29,000
NET INCOME (UNAUDITED)		\$308,700

NAC COMMITTEE REPORTS

MEMBERSHIP COMMITTEE

BILL SEED, CHAIR



The Academy inducted 37 new members into NAC at the 2025 NAC Annual Meeting on October 30 in Colorado Springs, CO. Maintaining the rigorous process to ensure that only the “best of the best” are inducted, membership to the Academy begins when a current member submits a prospect for consideration or a nomination to the membership committee. Following a thorough review and vetting, including solicitation of comments from all Academy members, initially at the subgroup level, the NAC Membership Committee then selects final candidates for the annual ballot. The election is made by the general membership.

Special thanks go to Membership Committee chair, Bill Seed, and vice chair, Chris Burke, and especially subgroup leaders, Rich Cellon, Manish Kothari, Tom Groark, Maria Guy, and Janaka Ruwanpura for the committee’s thoughtful and complete candidate analysis. Their work with staff simplified and improved the nomination process and led the Academy’s prospects into the election process.

It is the obligation of each Academy member to participate in the identification of potential new members. A member recommending a prospect to the Academy will provide, at a minimum, the reason(s) the prospect should be considered for membership and a two-page resumé. Prospects are then considered by the Membership Committee’s five subgroups: Owners; Designers / Architects / Engineers; Contractors / Construction Managers; Services (consultants, labor, attorneys); and Academics/Researchers.

Subgroups use the submitted information initially to rank prospects against 9 specific criteria. Nomination packages are then secured for the top prospects along with comments from the general membership. With the official nomination, references, and comments, the subgroups then complete final rankings. Generally, the top ranked prospects in each subgroup are moved to the ballot. The remaining slots on the ballot are filled by agreement among the full Membership Committee.

As stated in the NAC By-laws, Section 3.6, membership qualifications are:

- Industry leaders whose present or past professional careers over a period of years have demonstrated outstanding contributions to the effectiveness of the industry.
- A demonstration of high personal integrity and wide recognition of the person’s work by their industry peers.
- Achievements may be in productivity, technology, academic excellence, safety, executive leadership, working relationships, communications, labor relations, and other industry areas

NAC COMMITTEE REPORTS

NEXT GENERATION COMMITTEE INCLUDING ASK ME ANYTHING WEBINAR SERIES

PAUL SCHMALL, CHAIR



The Next Generation (NextGen) Committee is the newest of the NAC standing committees and was created in September of 2025. Its purpose is to further the strategy and coordinate the broad range of initiatives of NAC that are focused on the next generation. The NextGen committee will ensure effective use of NAC resources and alignment with the mission, vision and strategic goals of the Academy.

There will likely be some new initiatives that come through the NextGen Committee, such as mentoring, but the greater good will likely be achieved by leveraging the wealth of wisdom, guidance and deep insights that have already been generated with Ask Me Anything, Executive Insights, Get the KNACK podcasts, and Construction Legends. These are tremendous resources, that cannot be found elsewhere, for the benefit of the next generation of leaders in the construction industry.

For instance, the purpose of the Ask Me Anything (AMA) webinar series is to transfer the career knowledge of NAC members to the next generation of construction leaders. We have to thank Susan Bogus and Burcin Becerik-Gerber for their herculean efforts in capturing these timeless insights and serving as moderators of the series. Just this year, Ask Me Anything hosted three webinars to over 300 live viewers, followed up by an additional 400 on-line views.

Attendee registration for each webinar has consistently grown since the series inception. Over 3,000 registrants currently receive information each about upcoming Ask Me Anything webinars. Multiple faculty members have used the AMA webinar archive recordings to assign homework and for professional development of university students, with the series charting well over 1,000 archival views in the past year. The AMA webinars are available on the [NAC YouTube channel](#).

Leveraging all of these resources will involve increasing awareness of NAC and delivering the NAC message of leadership in well-pointed and perhaps even face to face ways to the next generation of leaders in the construction industry. The NextGen Committee looks forward to working closely with the other committees and the NAC member volunteers to have an impact on the next generation. The committee is chaired by Paul Schmall and Luciana Burdi.

NAC COMMITTEE REPORTS

SAFETY COMMITTEE

TONY LEKETA, CHAIR



The NAC Safety Committee had a very active and prosperous year in 2025. Focusing on an objective to maximize external engagement, the committee conducted five more Safety Culture Symposia on the theme of “Introducing and Embedding Safety Culture Concepts in Undergraduate Education.” The symposia were held at: Washington, D.C., in conjunction with the National Academy of Engineering and its Board on Infrastructure for the Constructed Environment (BICE), and the Federal Facilities Council, as well as Virginia Tech (organizers, Edd Gibson/Tony Leketa); University of Southern California (organizer, Burcin Becerik-Gerber); Oregon State University (organizer John Gambatese); Purdue University (organizer Makarand Hastak); and North Carolina State University (organizer Doug Morton). A “Proceedings” report has been published which captures the essence of the symposia and is posted on the NAC web page. A shorter report focused on what was learned from the symposia is under development and will also be posted on the NAC web page in 2026. At the end of the year, Edd Gibson, Tony Leketa and Sue Steele recorded a podcast that addressed the symposia

Capitalizing on an objective to engage with assorted media outlets and other professional societies to promote “Safety Culture and NAC,” the Safety Committee participated in several initiatives, working with the Collaboration Committee. First, Engineering News Record (ENR), articles were published on the concept of safety culture and the symposia. In addition, the Chair of the Safety Committee, on behalf of NAC, was recognized by ENR as one of its twenty-five newsmakers of the year, for work done on promoting safety culture. Both the New Jersey Institute of Technology (NJIT) (Nick DeNichilo/Pat Natale) and Virginia Tech (Brian Kleiner) made significant progress in creating educational opportunities at their institutions focused on construction safety. The Safety Committee was also represented on an NAC panel which presented at the Society of American Military Engineers Joint Engineer Training Conference in Louisville, Kentucky. And another panel made a presentation at the America Society of Civil Engineers Annual Convention in Seattle, Washington.

The Committee is also making credible progress in the current focus area of “Mental Health and Suicide Prevention in the Construction Industry.” The induction of new NAC member Cal Beyer, an industry leader on the subject, into the NAC Class of 2025, brings a recognized expert and noteworthy champion on the subject to NAC, and rounds out the subcommittee chaired by Christine Merdon concentrating on this issue. Several initiatives on this subject were developed and included in the NAC Strategic Plan developed by the Executive Committee. And several Executive Insights on the subject are being planned for completion in 2026 with the help of David O’Connor.

cont’ next page >

Safety Committee, Cont'd

NAC COMMITTEE REPORTS

Work continues on development of case studies for use by academia in promoting safety culture. Ken Arnold and Deb Grubbe are partnering with professor Nazilla Roofigari-Esfahan from Virginia Tech, who has volunteered to help with the development of the case studies. And Deb Grubbe is working to complete a Safety Moment repository which will be available to all. She is nearing the point of having 100 safety moments already in the repository, which hopefully, will be ready for “prime time” in 2026.

The Safety Committee had three excellent outside speakers at their meetings last year:

- Ryan Price and Mackenzie Pelaez from the American Foundation for Suicide Prevention addressed their construction focused initiatives, including the Bechtel partnered “Hard Hat Courage” campaign.
- Mike Choutka, NAC member and CEO of Hensel Phelps, gave an outstanding briefing of 2025 Construction Safety Week activities.
- Linda Bjork, head of the Inner Business Institute, founder of Mindfulness Intelligence spoke on her book, “S.A.F.E. The New Way to Reach Vision Zero and Optimize: A Mindful Approach to Safety and Efficiency in High-Risk Industries.”

Tony Leketa will continue to serve as Chair of the Safety Committee in 2026 with Deb Grubbe serving as Vice Chair.

NAC COMMITTEE REPORTS

SCHOLARSHIP COMMITTEE

MIKE GARVIN, CHAIR



NAC's members continue to make a difference in students' lives as they pursue their degrees in construction related fields and graduate to begin a career in the construction industry. In 2025, 14 members of the Scholarship Committee improved the application and selection process for NAC scholarships. The committee selected six outstanding NAC scholarship awardees, including the Wayne A. Crew Scholarship and the Paul F. Boulos NAC Scholarship awardees, for the 2025-26 academic year. This year's NAC Scholars were once again well rounded, and each received a scholarship award of \$10,000 with all awards totaling \$60,000. Five of the six recipients attended the NAC Annual Meeting in October in Colorado Springs, CO.

My thanks to the members of the Scholarship Committee for their engagement and commitment to the success of the committee and the impact that they have on the student applicants who are rising leaders in the construction industry. I would particularly like to thank Andy Ciancia for again serving as vice chair. Andy and I will continue in these roles in the 2025-2026 academic year.

The Scholarship Committee looks forward to another successful year as we identify the next cohort of scholarship recipients.

NAC COMMITTEE REPORTS

STRATEGIC PLANNING COMMITTEE

JIM PORTER, CO-CHAIR
PAT NATALE, CO-CHAIR



Your Strategic Planning Committee (SPC) concluded another busy year in 2025. The 2023 strategic planning update was upgraded to focus on strategic objectives that would accelerate delivering NAC's commitment of Transforming the Industry to Build a Better Nation. Academy objectives have internal and external impact focus and include:

- Financial sustainability
- Operational effectiveness
- Membership participation
- Performance measures
- Collaborative relationships
- Brand influence
- Measurable Impact
- Transformational opportunities

To strengthen overall effectiveness, the Strategic Planning Cycle has been revised. Core components are copied below:

1. Approval of 2026 action plan and budget – December
2. Organizational “Health Check”- Future view focused - March
3. Status and strategy session – June
4. Goals and objectives changes processed organizationally - July & August
5. Organizational “Health Check”- Goals focused - August
6. Strategic goals and objectives finalized – September
7. Membership update and approval - Annual Business Meeting – September
8. Annual Progress Summary including Future Plan and Budget - Annual Meeting
9. Approval of coming year plan and budget - Annual Meeting

To support the renewed emphasis on delivering impact to the industry, the SPC's role includes the following: facilitating operation of the strategic planning process, understanding organizationally the value for initiatives and programs and while identifying challenges and barriers from an organizational perspective, monitoring industry shifts and trends for impact opportunities, leading process health checks, preparing annual progress, plans, and budget summaries, and other studies as assigned.

2026 is going to be another active year as we pursue activities and actions to help accelerate our progress in “Transforming the Industry to Build a Better Nation”. Pat Natale and Jim Porter continue to co-lead the committee which welcomed 7 new members in 2025.

STRATEGIC PLAN

MISSION

The Academy honors outstanding construction industry leaders and leverages their collective experiences and expertise to help the Nation by improving their industry.

VISION

To drive improvement in the construction industry through leveraging our collective knowledge and expertise.

2035 VISION

NAC Knowledge used industry-wide

NAC financially sustainable

TRANSFORMING THE INDUSTRY TO BUILD A BETTER NATION

OBJECTIVES

- Financial sustainability
- Operational effectiveness
- Membership participation
- Performance measures
- Collaborative relationships
- Brand influence
- Measurable Impact
- Transformational opportunities

3-5 YEAR PLAN

GROW:

- Membership and Participation Opportunities
- Financial Support Base
- Industry Presence/Impact

CREATE & LEVERAGE:

- Construction Safety Culture
- NAC Knowledge
- Capability to Convene National Interfaces

INCREASE:

- Future Industry Leaders Support
- Organizational Breadth and Diversity
- Awareness of NAC Brand and Programs
- Financial Sustainability

GUIDING PRINCIPLES

The Academy will:

- Conform to the highest ethical and safety standards.
- Place the highest value on integrity and excellence.
- Establish relationships that are collaborative, creative, and innovative.

PERFORMANCE METRICS

- Membership growth, breadth, and diversity
- Member participation
- NAC Knowledge reach
- Scholarships awarded
- External exposures
- Financial sustainability
- Progress toward the vision



NATIONAL ACADEMY
OF CONSTRUCTION

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2024 FINANCIAL AUDIT

NATIONAL ACADEMY OF CONSTRUCTION
(A Nonprofit Corporation)

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Other Support:			
Membership dues	\$ 226,240	\$ -	\$ 226,240
Annual meeting registrations	295,516	-	295,516
Contributions	301,844	144,500	446,344
Fundraising	275,171	-	275,171
Net investment earnings	37,410	2,684	40,094
Net change in beneficial interest	-	37,122	37,122
In-kind revenue	7,930	-	7,930
Other income	3,765	-	3,765
	<u>1,147,876</u>	<u>184,306</u>	<u>1,332,182</u>
Net assets released from restriction	12,669	(12,669)	-
Total Revenue and Other Support	<u>1,160,545</u>	<u>171,637</u>	<u>1,332,182</u>
Expenses:			
Program Services:			
Annual meeting	497,027	-	497,027
Membership	39,478	-	39,478
Donations and workshops	31,763	-	31,763
Other programs	311,416	-	311,416
Total Program Services	<u>879,684</u>	<u>-</u>	<u>879,684</u>
Supporting Services:			
General and administrative	176,650	-	176,650
Fundraising	146,681	-	146,681
Total Supporting Services	<u>323,331</u>	<u>-</u>	<u>323,331</u>
Total Expenses	<u>1,203,015</u>	<u>-</u>	<u>1,203,015</u>
Change in Net Assets	(42,470)	171,637	129,167
Net Assets - Beginning of Year	<u>658,457</u>	<u>489,849</u>	<u>1,148,306</u>
Net Assets - End of Year	<u>\$ 615,987</u>	<u>\$ 661,486</u>	<u>\$ 1,277,473</u>

For a copy of the complete audit, please contact the NAC Office.



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Transforming the Industry to Build a Better Nation!

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